



ONAP National Best Practice Webinar

Featuring Construction-Related Employment & Training Programs of the Chickasaw Nation

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OFFICE OF NATIVE AMERICAN PROGRAMS (ONAP)



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Chickasaw Nation

The Chickasaw Nation has established training and employment programs for tribal members that address the nationwide need for skilled construction labor. Programs are run through different divisions including the Chickasaw Employment Access and the Chickasaw Division of Housing.

TODAY'S FEATURED GUESTS



Stacy Edgar

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Kelly A. Cook

Executive Officer, [Chickasaw Nation Division of Housing](#)

Kelly.Cook@chickasaw.net

THE CHICKASAW NATION OF OKLAHOMA

- The Chickasaw Nation is economically strong, culturally vibrant and full of energetic people – dedicated to the preservation of family, community and heritage.
- Includes more than 38,700 tribal members.
- The Chickasaw Nation treaty territory encompasses 7,648 square miles of south-central Oklahoma and encompasses all or parts of 13 Oklahoma counties.

OKLAHOMA MAP OF THE CHICKASAW NATION





Chickasaw Employment Access

*the
Chickasaw
Nation*

**Division of Chickasaw Employment
Access
Executive Officer**

Budgeting & Special Projects
Manager

Executive Assistant

**Adult Training
Director**

**Employment Opportunities
Director**

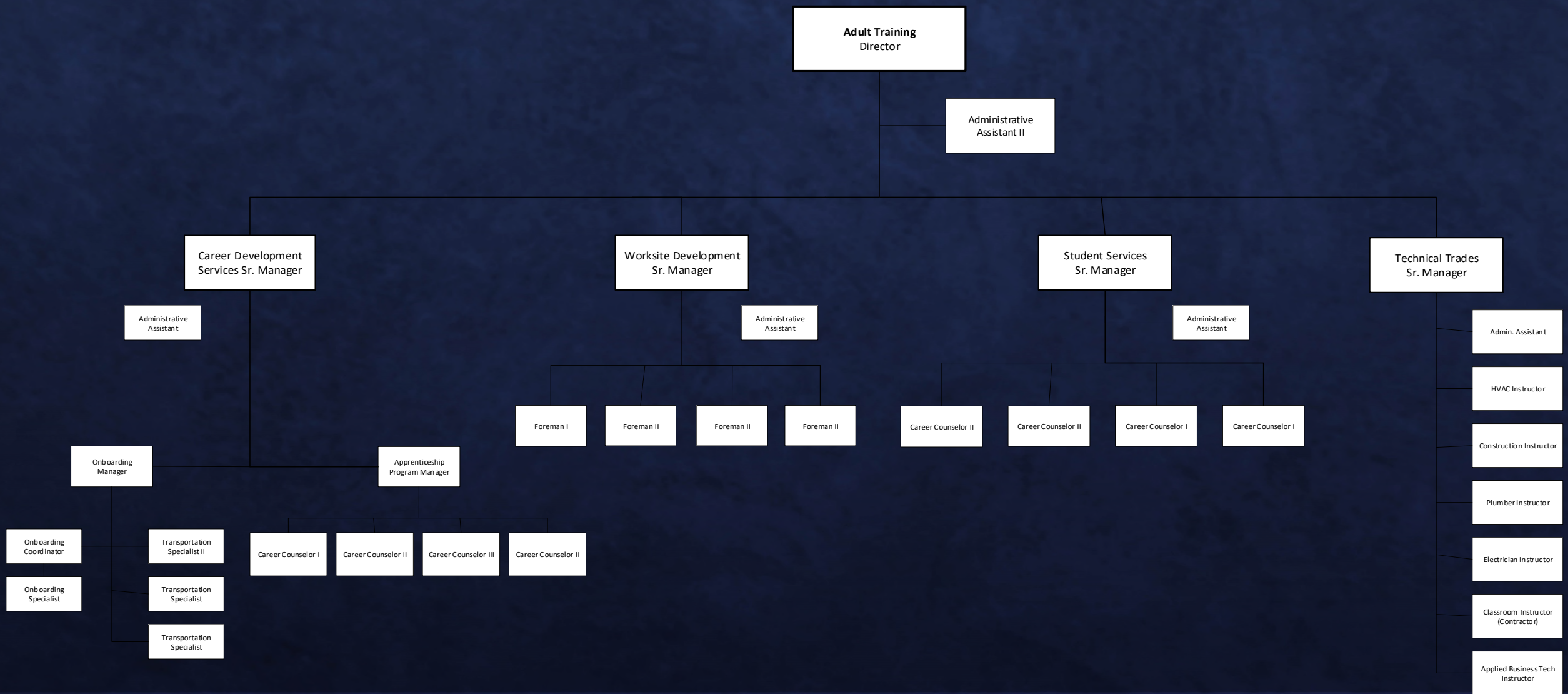
**Career Guidance
Director**

**Partnership Development
Director**



Area of Adult Training





Chickasaw Institute of Technology - Construction

- Chickasaw Institute of Technology (CIT) was implemented in 2016 to provide career training opportunities to Chickasaw citizens. CIT currently provides career training in the following areas: Construction, Electrical, HVAC/R, Plumbing, Applied Business Technology, and Medical Coding. Chickasaw citizens who are selected for the career training receive compensation up to 40 hours per week during their chosen program. All programs are taught by CIT instructors in CIT facilities.
- Participants on the CIT program are assigned to Career Counselor's under Student Services for CIT.



Career Development Services

- The Career Development Services (CDS) program was implemented in 2007 to provide pre-employment training and a barrier removal plan for participants who are seeking employment but do not want to commit to a long-term certification program.
- Barriers may include: no high school diploma, no driver's license, or limited of work experience.
- Participants on the CDS program are assigned to Career Counselor's within this program.



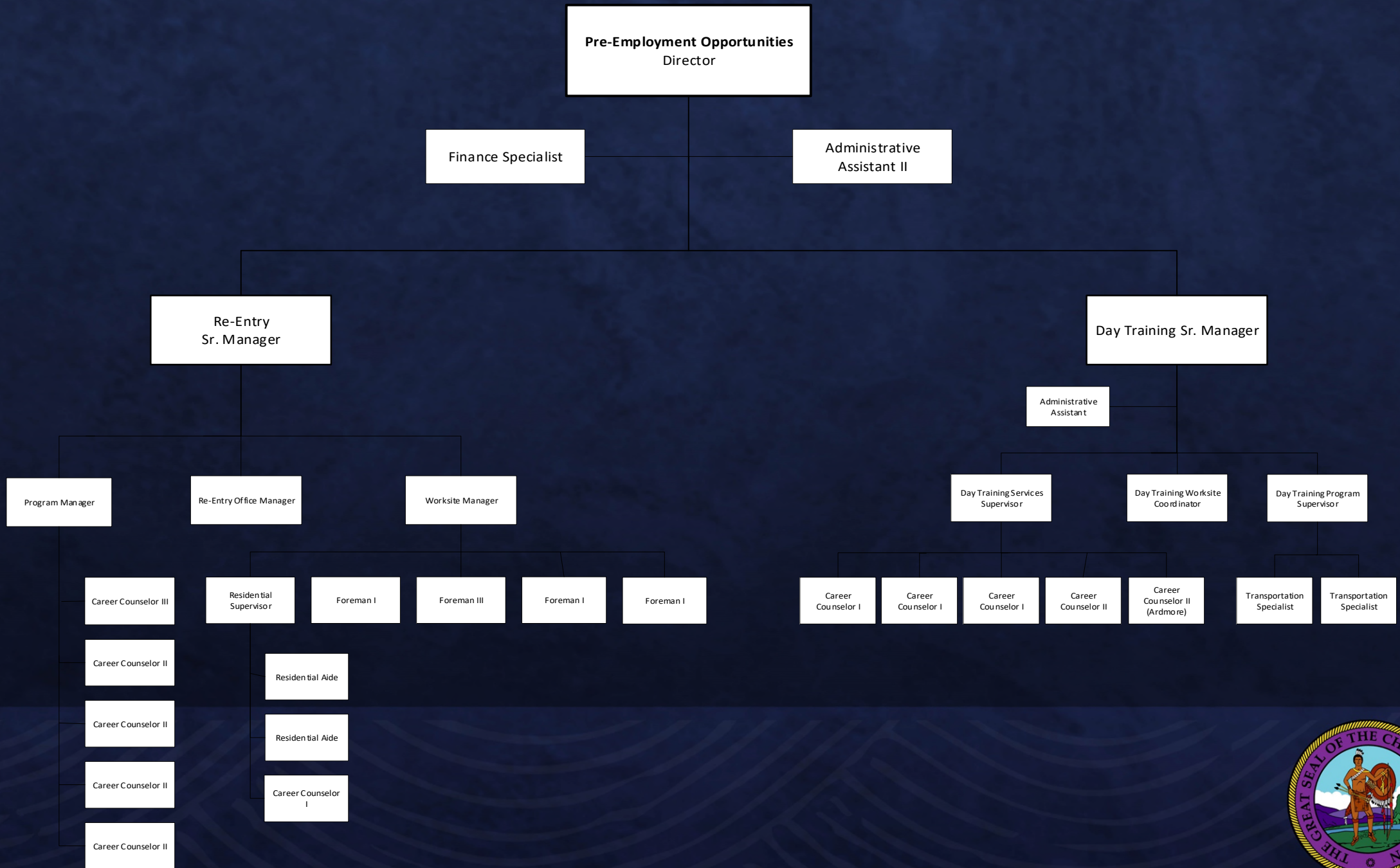
Worksite Development

- Worksite Development was implemented in 2019 as a separate program from CDS. Worksite Development works with most of the Chickasaw Nations departments assisting with various construction and relocation projects. This working relationship continues to grow and meets our goal of One Tribe One Mission.
- Participants assigned to Worksite Development are assigned to Career Counselor's within the CDS & Day Training program.



Area of Pre-Employment Opportunities





Re-Entry

- The Chickasaw Nation Re-Entry program has been in operation since 2008. This Program provides transitional employment services to those individuals who are faced with employment barriers because of incarceration due to one or more felony convictions. Participants may apply for the Re-Entry Program while incarcerated with no more than six months left before parole.
- Participants on the Re-Entry program are assigned to Career Counselor's within this program.



Day Training

- The Day Training Program was implemented in 2018. Day Training is a forty-two day program that offers a daily subsidy to participants, as they pursue hands-on-training and job shadowing opportunities at selected training sites. Day Training prepares participants for potential entry into the workforce and serves as a potential onboarding extension for other Chickasaw Employment Access programs.
- Participants on the Day Training program are assigned to Career Counselor's within this program but will receive on the job training and daily supervision from various other worksites or programs.





Housing

*the
Chickasaw
Nation*



Housing Improvement Services (HIS)



HIS

- Services provided through the HIS office
 - CHIP Major
 - Low Rent Remodels
 - Mutual Help Reserve
 - HISP Maintenance
 - Warehouse
 - CHIP Minor
 - CHIP Minor Emergency
- Staffing
 - 50 employees total
 - 11 service crews (38 employees)
 - Warehouse staff
 - Provides supplies and services for four divisions in the Chickasaw Nation
 - Oversight of \$1 million in supply stock
 - Stock varies from office supplies to lumber for remodels



HIS (Cont.)





HIS
(Cont.)

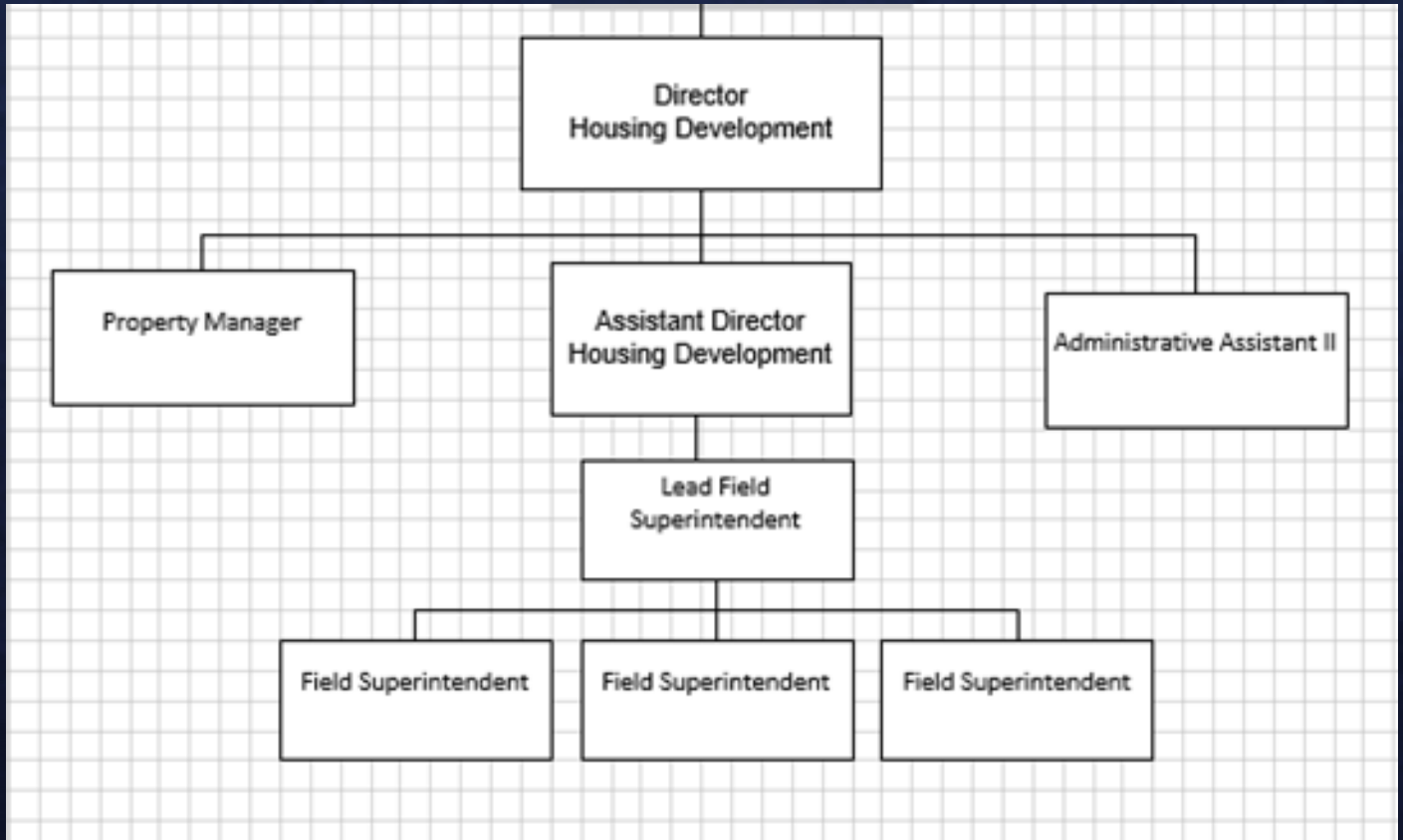


HIS (Cont.)



Housing Development





Housing Development

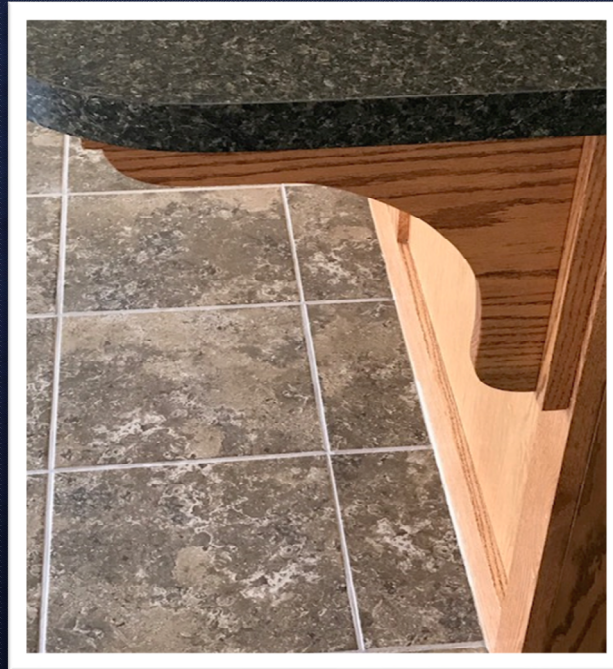
- Staffing
 - Eight employees
- Responsible for property purchase for IHBG funded programs
- Oversees all aspects of construction process for the homeownership program
- Operates as the general contractor for all job trades
 - Framing, concrete, brick, etc...
- Schedules and facilitates inspections with code inspectors throughout the construction process



Housing Development (Cont.)



Housing Development (Cont.)



CONVERSATION WITH HEIDI

CHICKASAW EMPLOYMENT PROGRAMS

Chickasaw Employment Access navigators match citizens with programs and pre-employment training opportunities tailored to meet their specific needs.

These programs and training opportunities include:

- Day Training Opportunities *
- [Career Development Services](#)
- [Chickasaw Institute](#)
- [Re-Entry Transitional Employment](#) *
- [School-to-Work](#) *
- [Toksali SMART](#) *
- [Vocational Rehabilitation](#) *

VIDEOS

[Facebook Watch](#)

[Chickasaw Employment Access | Chickasaw.tv](#)

[Chickasaw Employment Access | Chickasaw Nation](#)

[Career Development Initiative | Chickasaw.tv](#)

Webinar and case study will be posted shortly on
the Office of Native American Programs
homepage:

www.hud.gov/codetalk

Email comments to: Codetalk@hud.gov